

***Goddard Space Flight Center  
2004 IDP Survey Results***

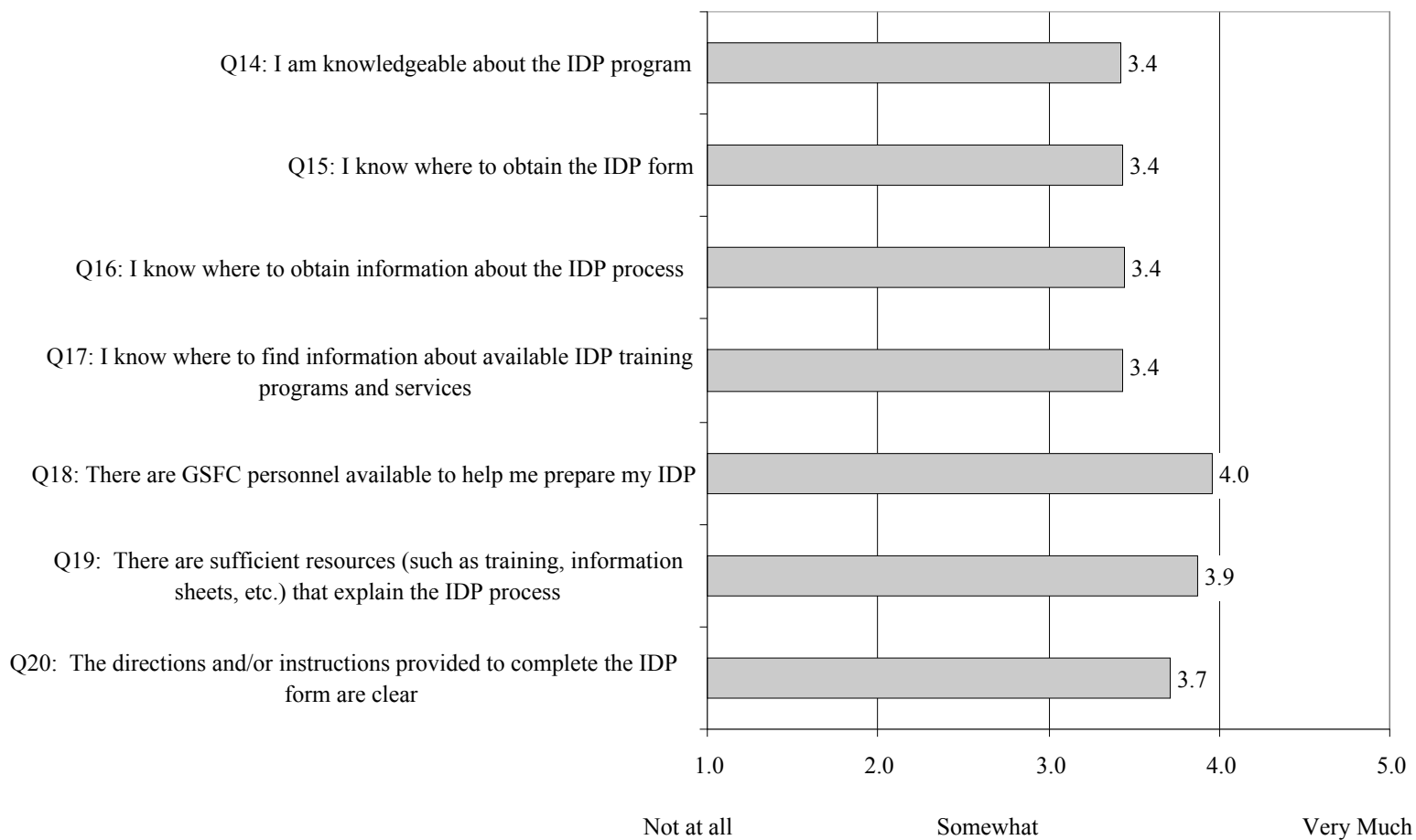
# IDP Survey: Background and Purpose

- The class action settlement states “supervisors shall be required to offer employees a meeting at least once per year to discuss and/or establish an IDP.”
- A survey was required by settlement to obtain candid views from employees on the IDP process including whether:
  - the supervisor offered and provided a full and fair opportunity to establish an IDP
  - the process was interactive and the supervisor provided information and guidance about opportunities available and appropriate to serve the employee’s career objectives; and
  - to what extent opportunities and job assignments were available that were consistent with the provisions of the IDP

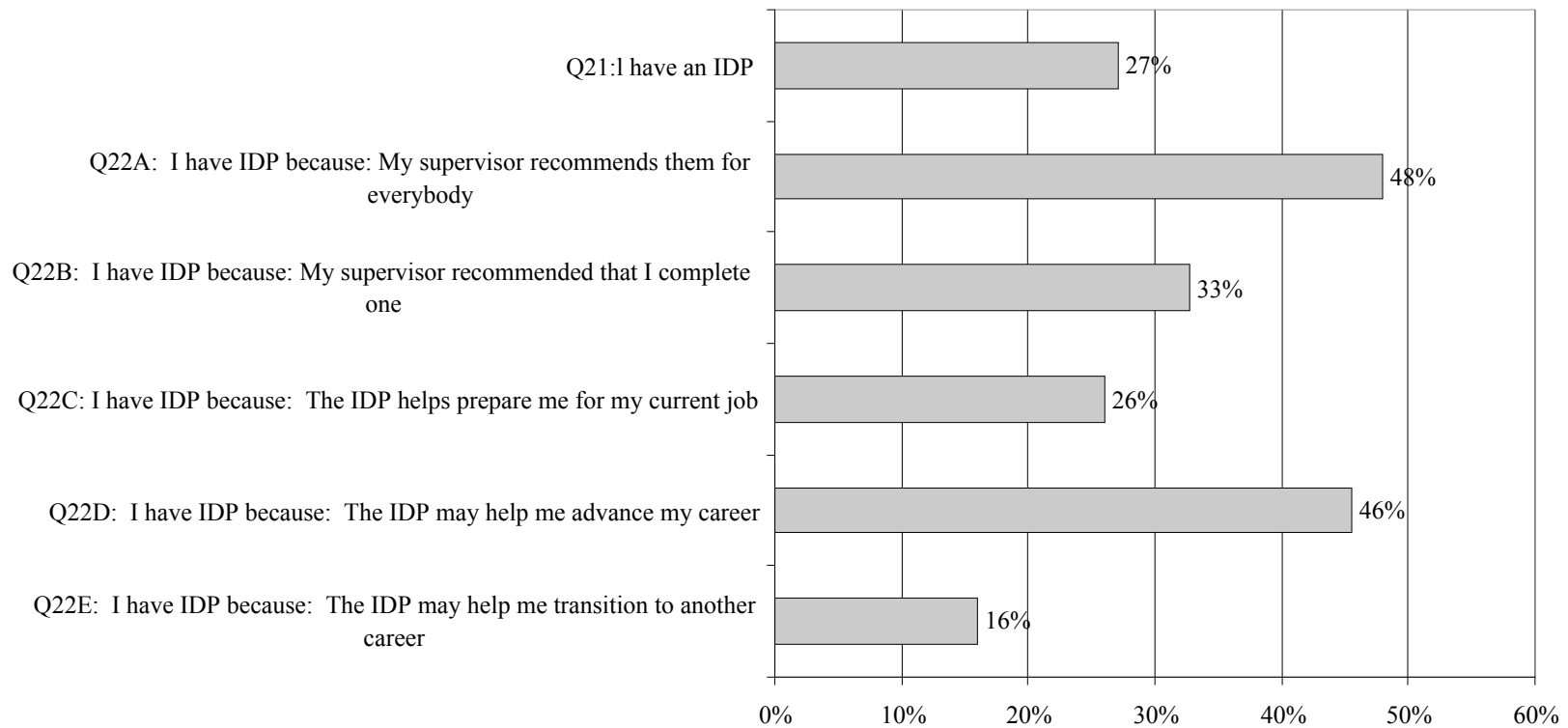
# IDP Survey: Implementation

- Administered 1/14/04 through 2/6/04, data collection period ended 2/13/04
- 56 questions (closed and open ended)
- Distributed to 3,290 full- and part-time civil servants
- 932 responded by 2/13/04 => Response rate of 28%
- Demographics (e.g., race, grade level, education) of respondents mapped very closely to Center as a whole
- Aggregate data follows

**Familiarity with the IDP and Merits of the ID**  
**Totals Q14 - Q20**

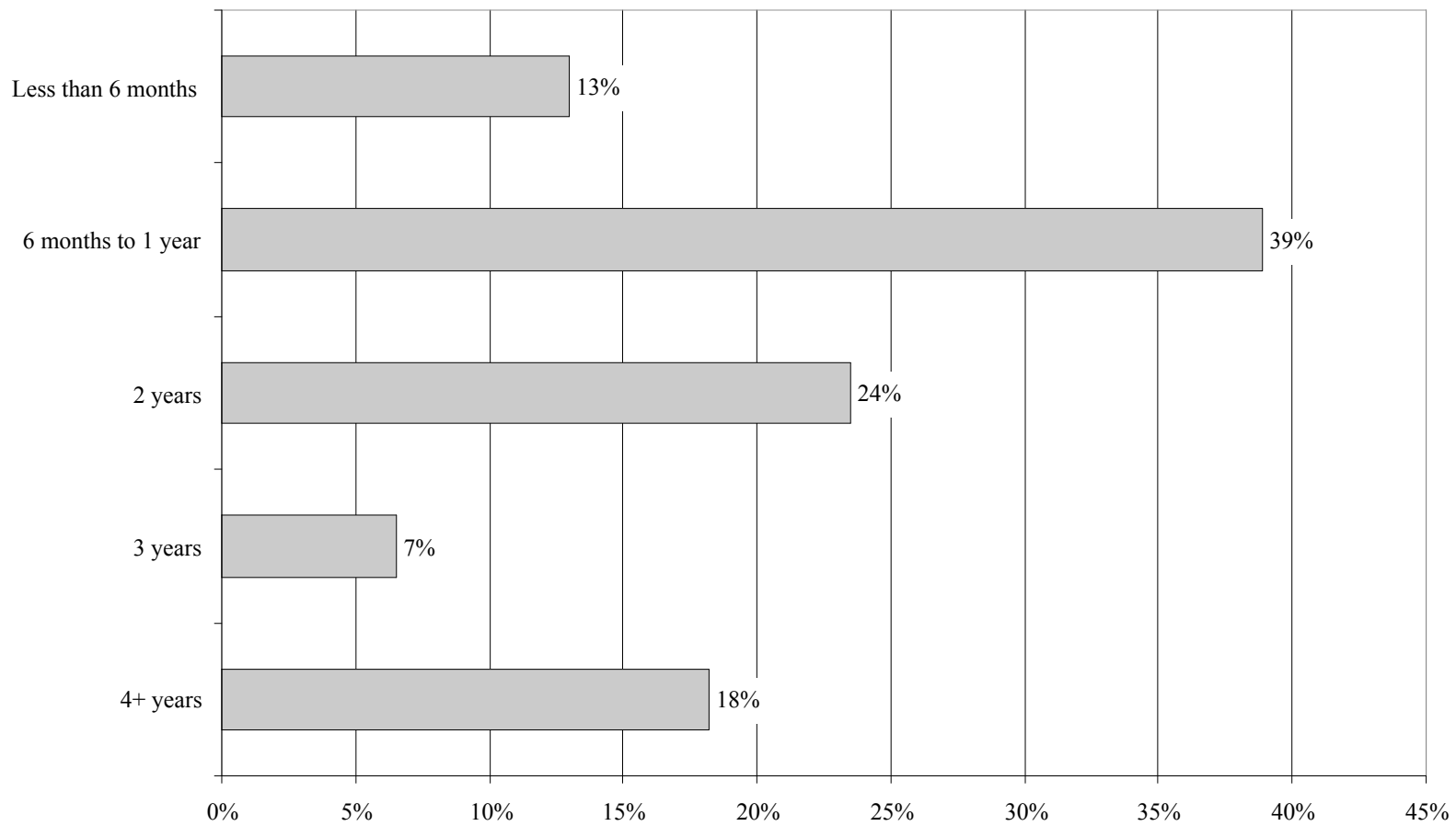


**Familiarity with the IDP**  
**Totals Q21-Q22E**



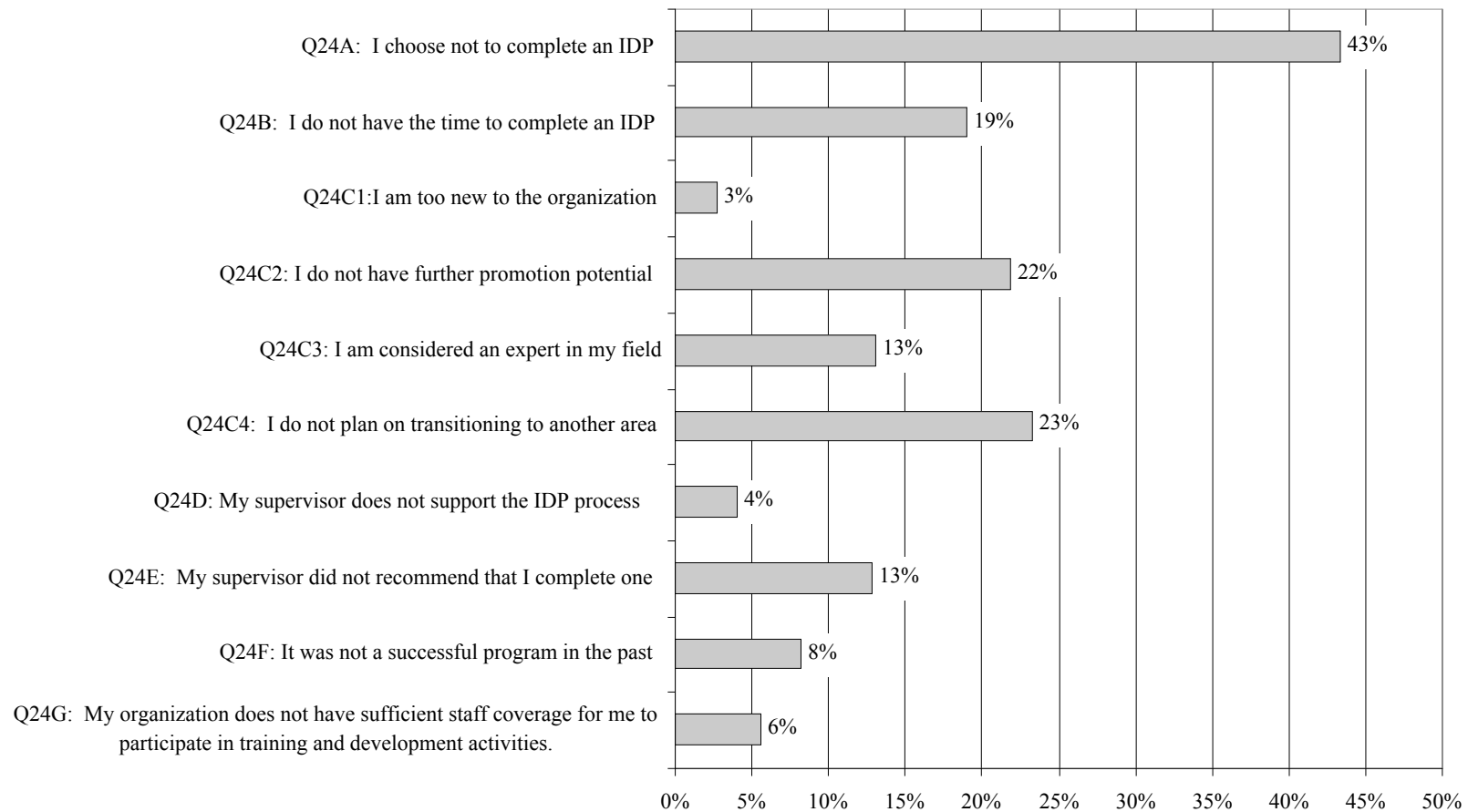
**Familiarity with the IDP**

**Q23: My IDP has been in effect**

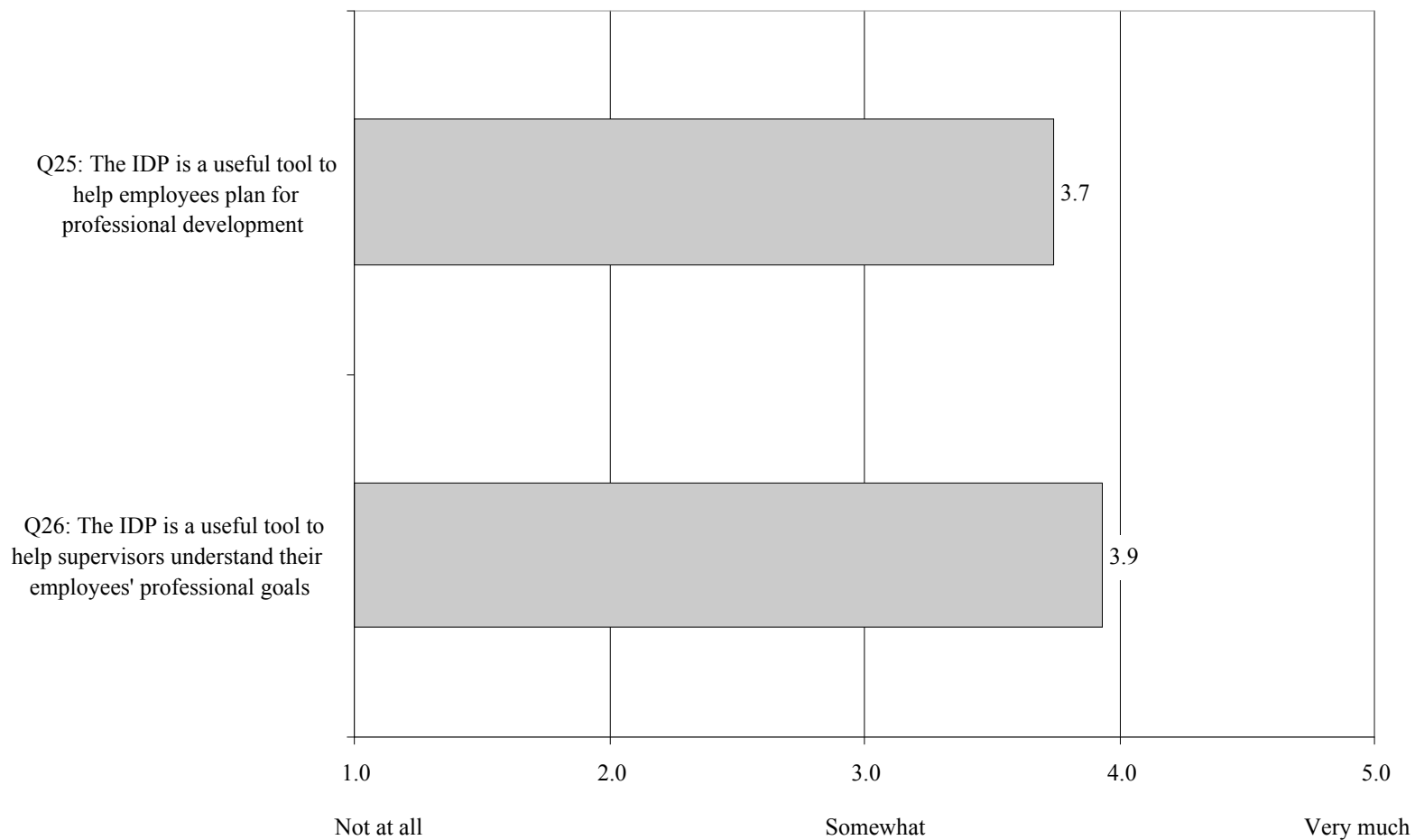


## Familiarity with the IDP

Totals Q24A - Q24G I do not have an IDP because:

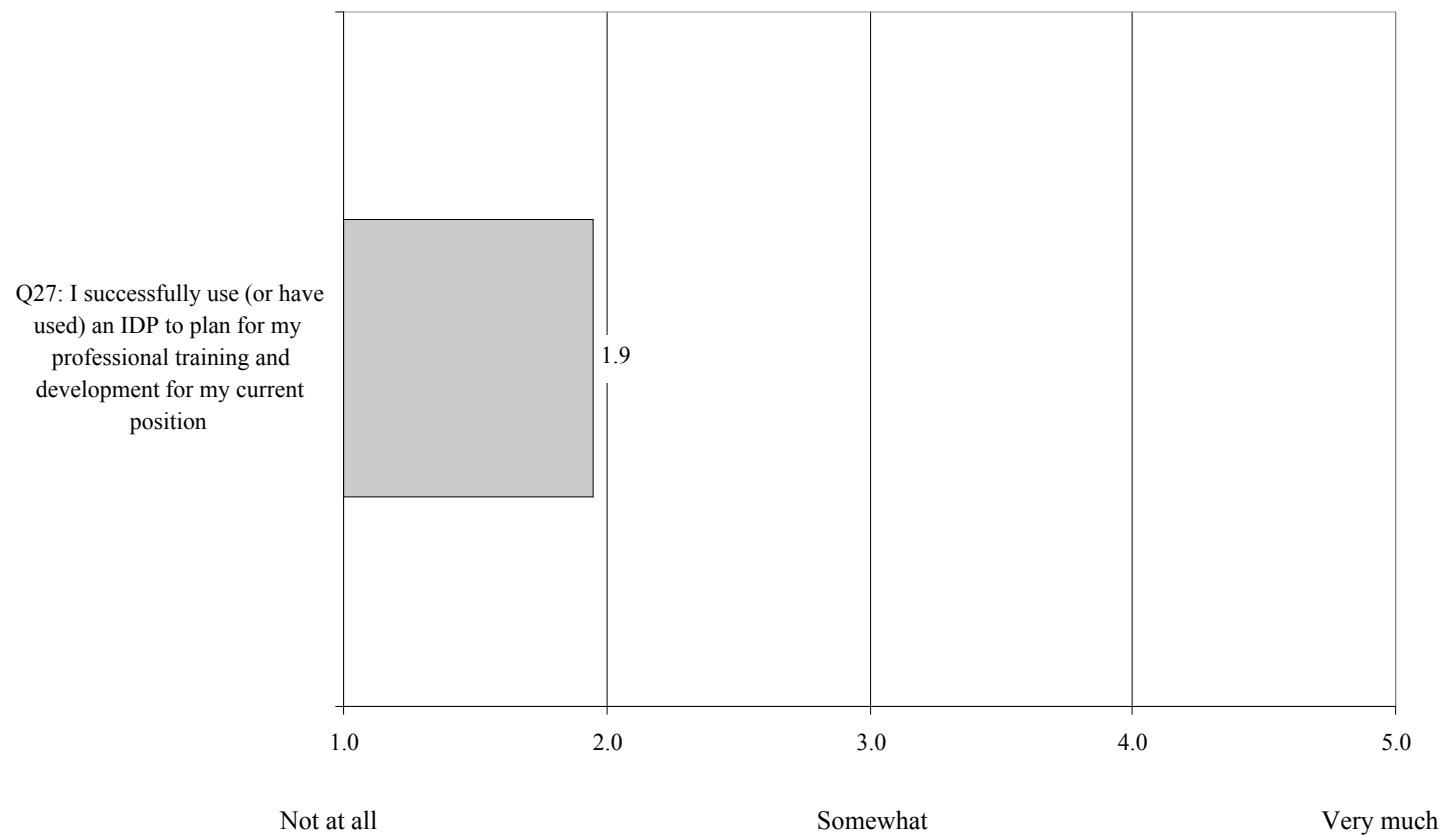


**Merits of the IDP**  
**Totals Q25 - Q26**



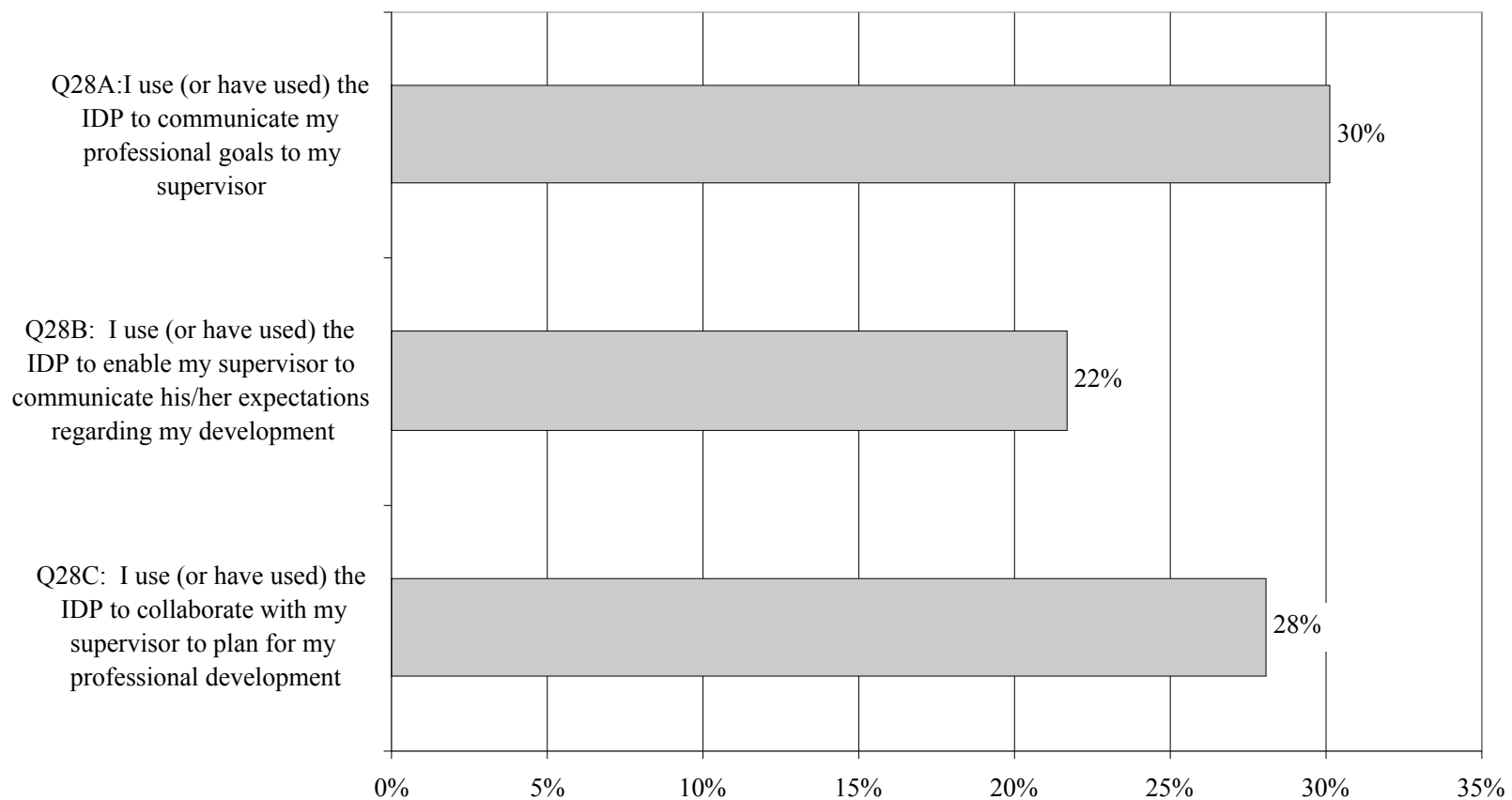


**Planning for Training and Development For My Current Position**  
**Totals Q27**

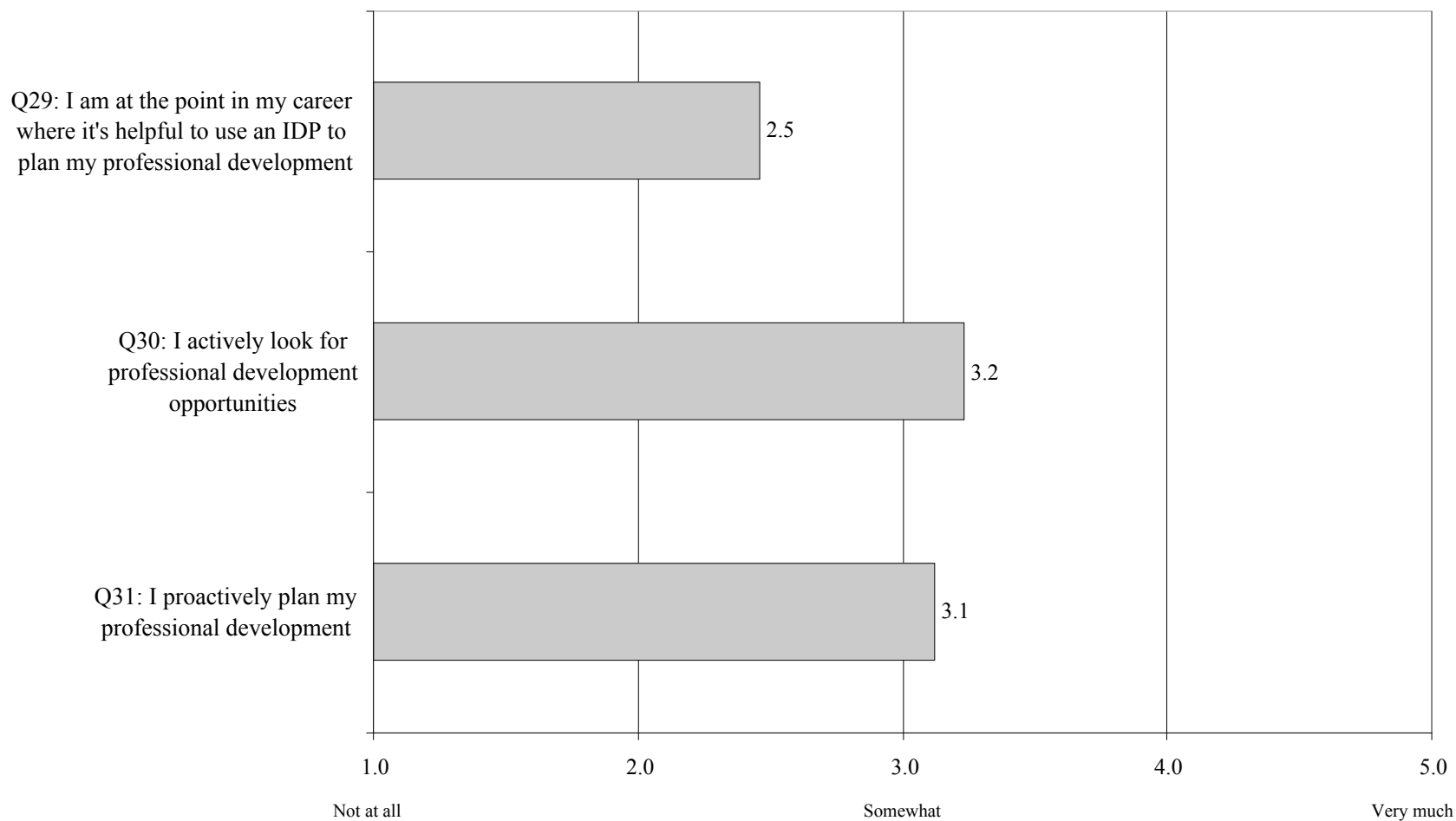


## Planning for Training and Development For My Current Position

### Q28A - Q28C Totals

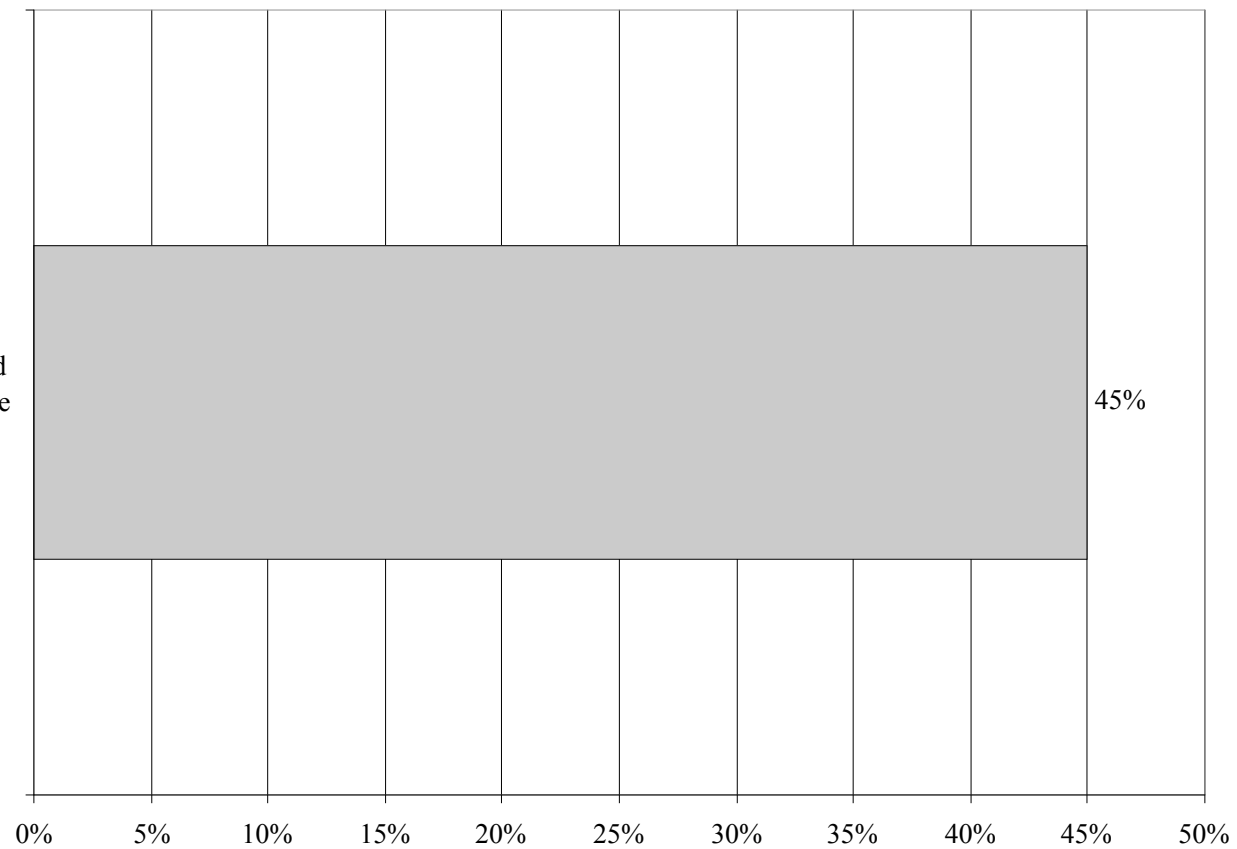


**Planning for Training and Development For My Current Positio**  
**Totals Q29-Q31**



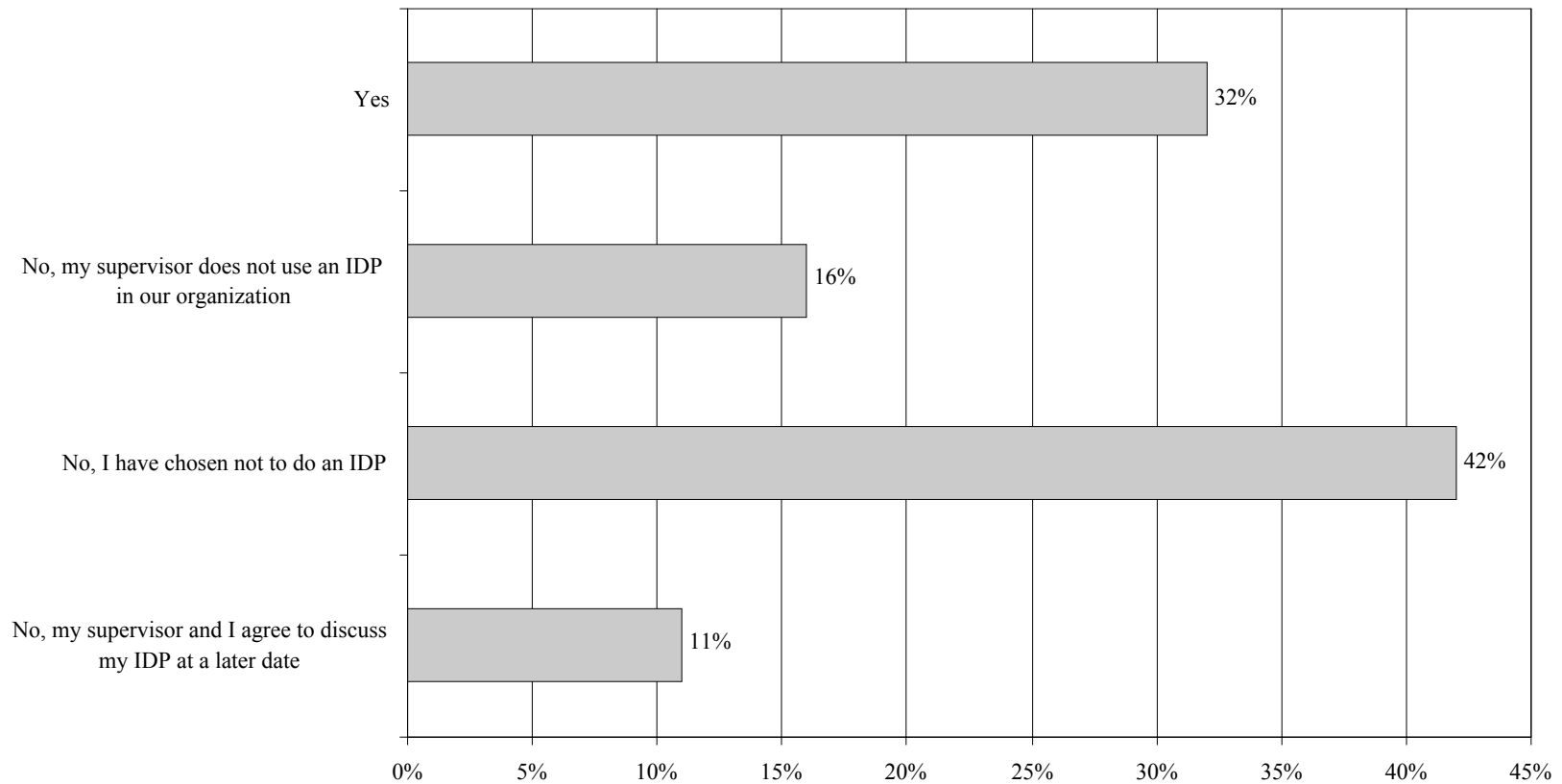
**Planning for Training and Development For My Current Position**  
**Q32 Totals**

Q32: My supervisor has offered  
to develop an IDP with me in the  
last 12 months

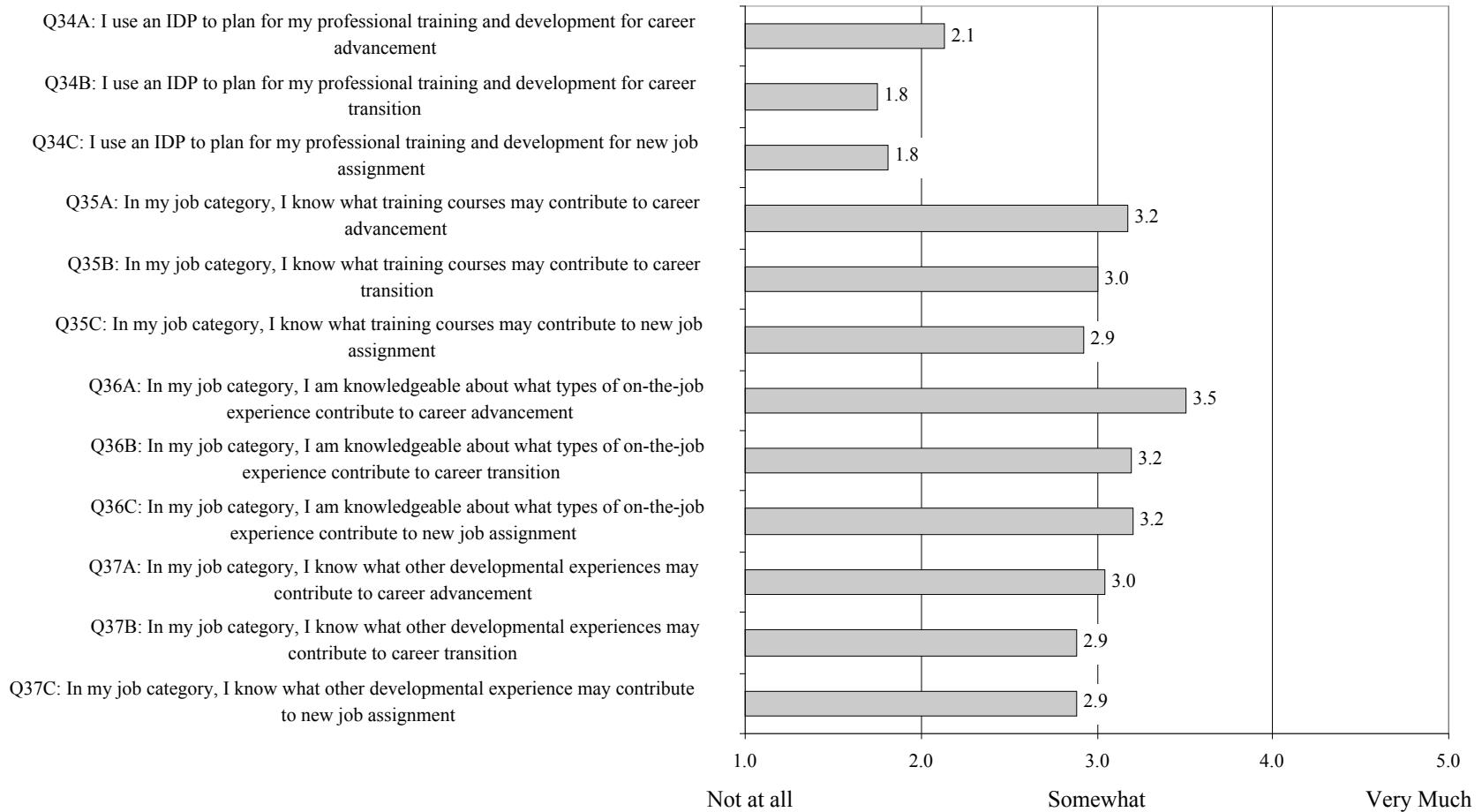


## Planning for Training and Development For My Current Position

### Q33: I have met with my supervisor to discuss my IDP in the last 12 months

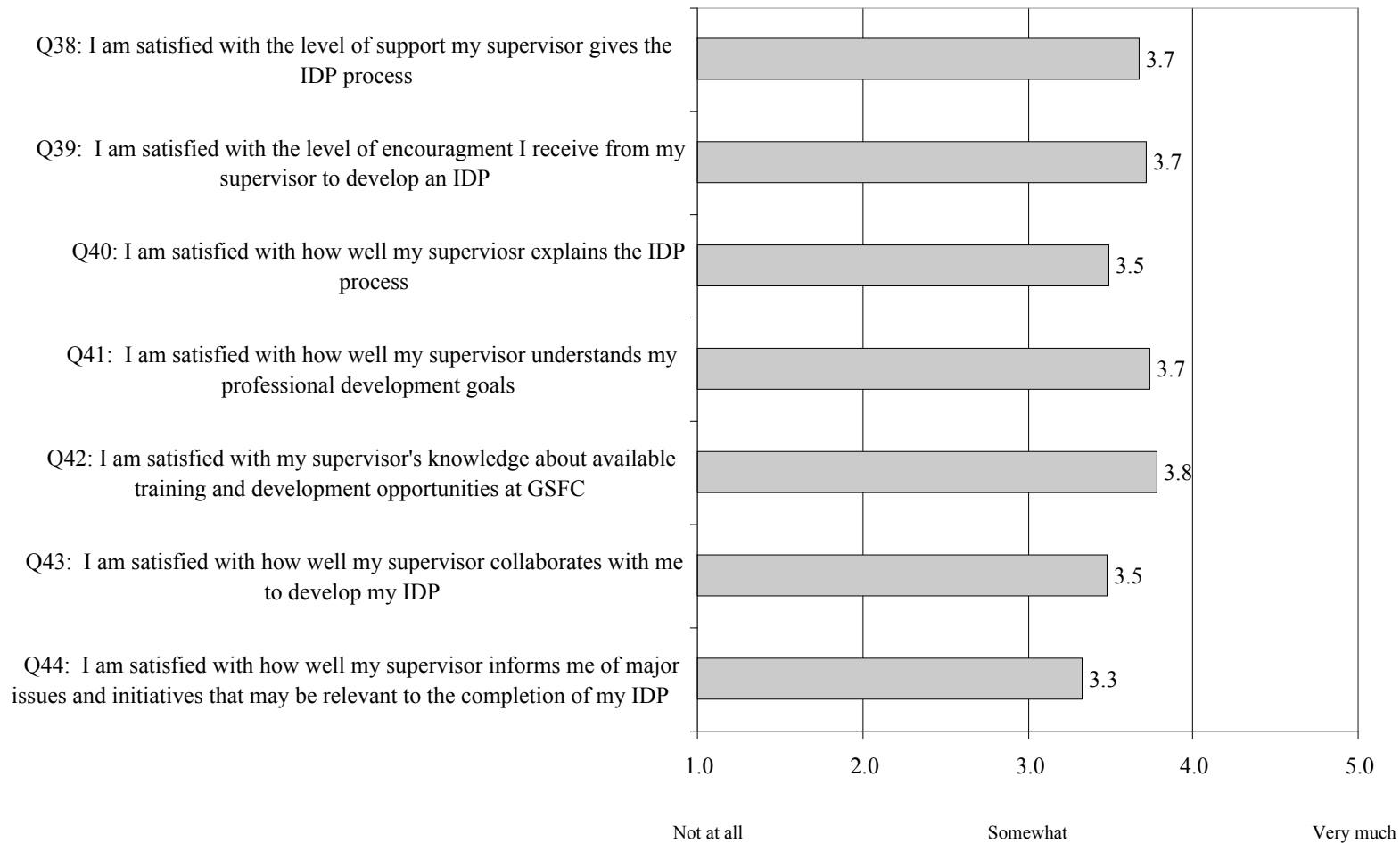


**Planning for Individual Career Advancement, Career Transition, New Job Assignment**  
**Totals Q34A-Q37C**

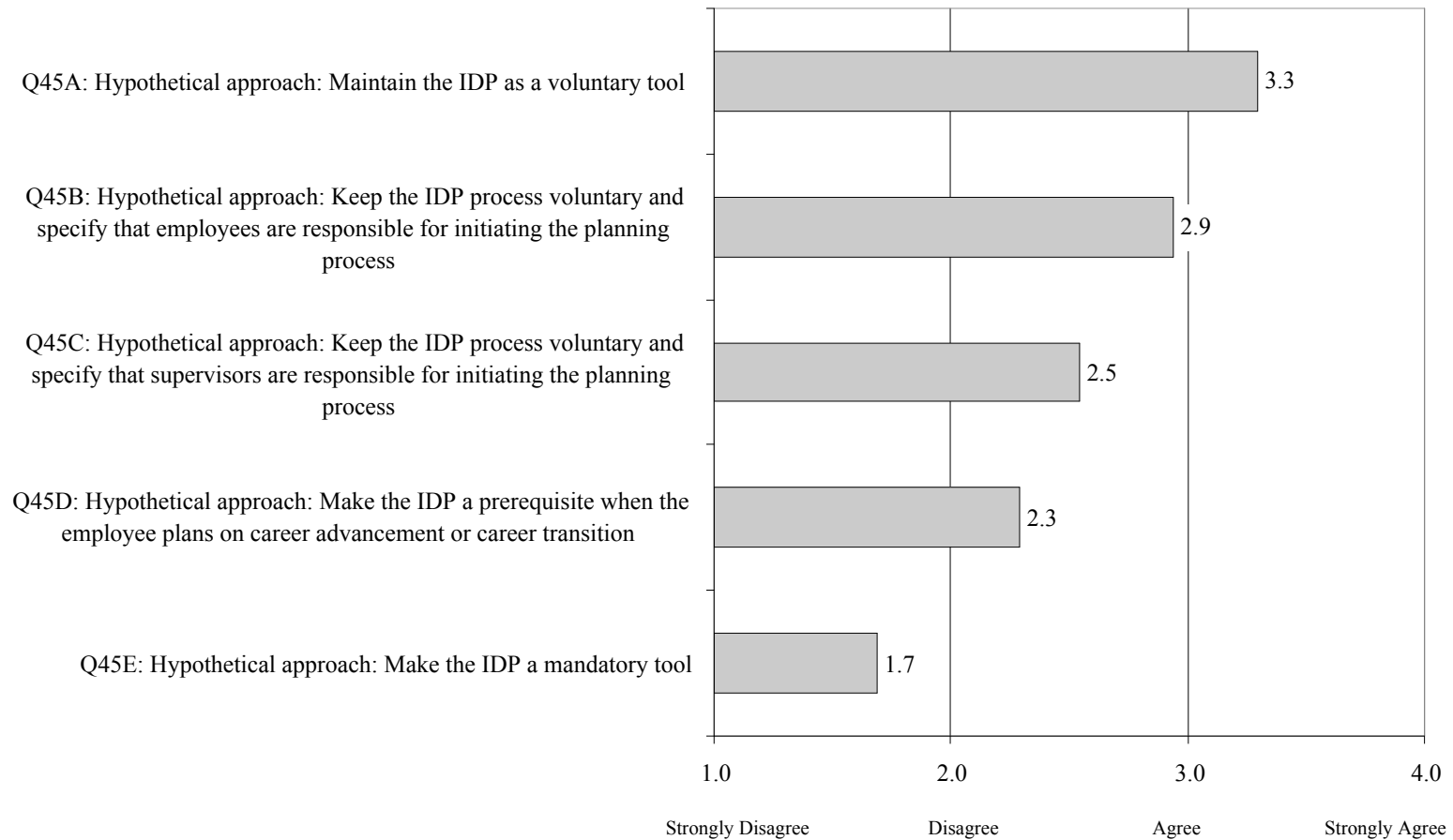


# **Communication Associated with the IDP**

## **Totals Q38-Q44**



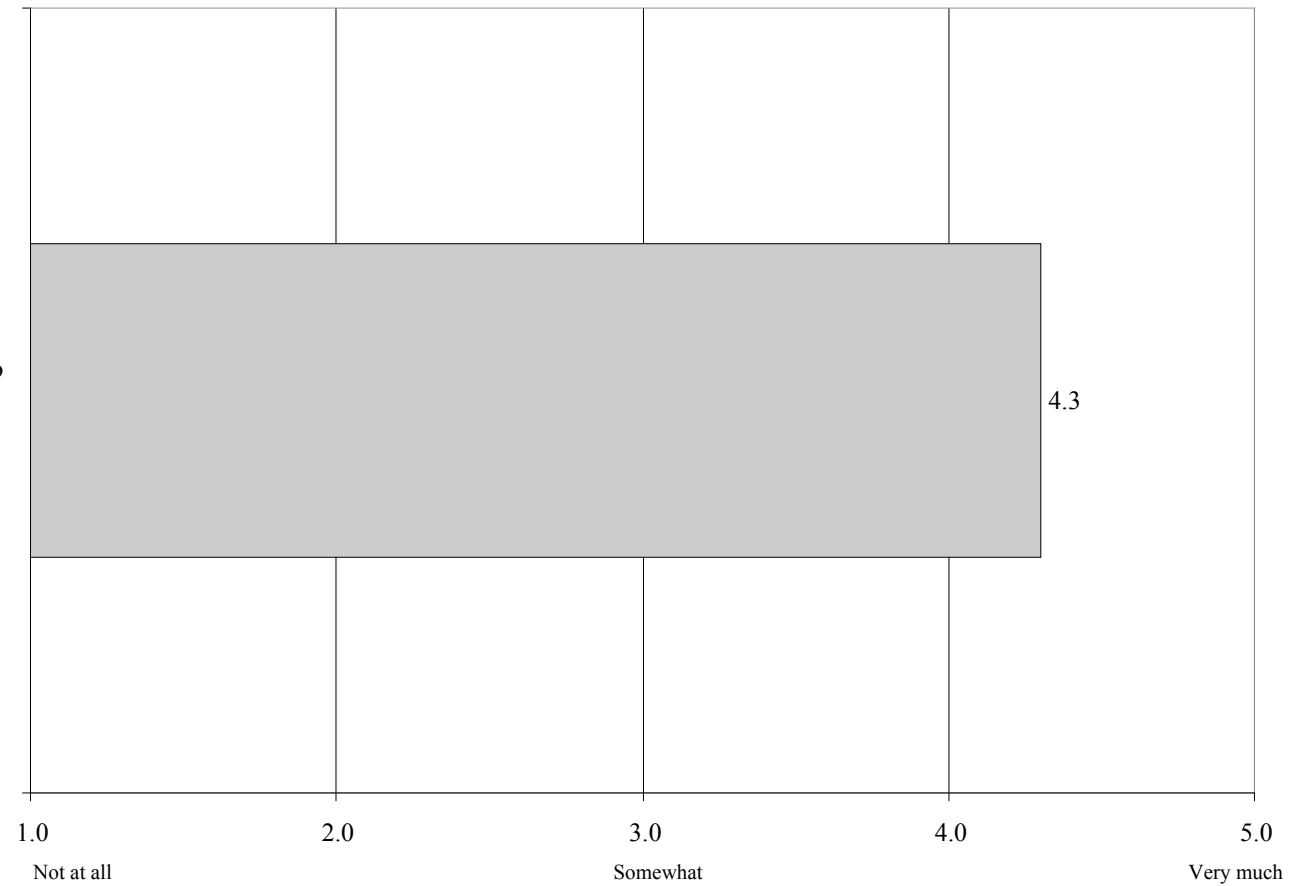
**Improvements to the IDP Process:  
Totals Q45A-Q45E**





**Fairness in the IDP Process**  
**Q46**

Q46: I believe that the opportunity to develop an IDP is offered equally to all employees in my organization



**Questions For Supervisors**

**Q47- Q52**

